



U-7C  
4/14/2013

PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO  
*An Organization of Professional, Technical, and Administrative Employees*

## AEA PROPOSAL 5

### 11.6 Professional Development Program

*Increase 'Eligible Expenses' in City Policy Manual 4.3.3 to include the following:*

Professional Materials (~~Reimbursement up to an annual maximum of \$200~~)

~~A total of \$200 (of the \$600 annual maximum)~~ An employee may be reimbursed for professional materials as described below provided that the materials relate to and are beneficial for the work of the employee's current City position or occupation or are required of the employee's current City position or occupation.

#### Eligible Expenses

- Professional books and professional magazines subscriptions may be approved to be paid if beneficial and/or required for the employee's current position or occupation with the City.
- Professional books to prepare for certifications or licensing may be approved if related to the employee's current position or occupation with the City.
- Other learning materials may be approved to be paid as long as the materials (learning/training software, video's, etc.) are for educational purposes only and relate to the employee's current City position or occupation.
- Software programs may be approved if related to the employee's current position or occupation with the City.
- Electronics may be approved if related to the employee's current position or ability to perform work more efficiently.

*AEA and Local 21 reserve all rights to propose, alter, modify, or withdraw a proposal at anytime, prior to final agreement.*